

Department of Inspection & Appeals Facts – FY '09

<http://www.state.ia.us/government/dia/index.html>



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 536	# PT EEs: 35	# Temporary EEs: 30	Average Length of Service: 12.33
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Span of Control: 12.67	% Performance Evaluations Completed: 95.34%	Total Unemployment Insurance Claims: 10
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	179	<25	0	45-54	15	# of Females:	346	# of Males:	190
25-34	58	55-64	155	25-34	1	55-64	21	% of WF:	64.55%	% of WF:	35.45%
35-44	127	65+	17	35-44	7	65+	1	Average Age:	48.74	Average Age:	49.48
Employee Average Age: 49.00				Supervisor Average Age: 52.68				Average Length of Service: 11.94		Average Length of Service: 13.03	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	34	# of African-American:	10	# of Non-minorities:	482
% of Workforce:	6.34%	# of Asian:	11	% of Workforce:	89.93%
Average Age:	45.49	# of American Indian:	4	Average Age:	49.21
Average Length of Service:	11.71	# of Hispanic or Latino:	9	Average Length of Service:	12.28

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	32	# of Persons With Non-Disabilities:	468
% of Workforce:	5.97%	% of Workforce:	87.13%
Average Age:	54.70	Average Age:	48.51
Average Length of Service:	17.29	Average Length of Service:	11.74

Officials/Administrators EEO Category 1: 34	Professionals EEO Category 2: 414	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 84	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.87%	Hire Rate: 5.06%	Number Hires: 19	Transfer In: 8
Retirements: 7 (all were SLIP)	All Terminations: 3	Voluntary Quits: 9	Transfer Out: 7

# of Classes Used: 59	Most Populous Classes: Public Defender 2 (86), Health Facilities Surveyor (88), Investigator 3 (33)		
Separations - By Class:	Health Facilities Surveyor (4), Investigator 2 (3), Health Facilities Officer 1 (2), Admin Law Judge 2 (2)		
# Eligible for Retirement:	121 in the next 5 years	% Eligible: 22.57%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$157,634.19	Sick Leave Payouts: \$20,000.00	Annual Payroll: \$36,101,784	Avg. Base Salary: \$64,633.86	Overtime Days Worked: 175.6
Overtime Cost: \$55,353.70	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,763.01	Vacation Pay - Earned Value: \$2,796,842.62	Vacation Days Earned: 11,076.5	Vacation Used Expense: \$2,643,364.60	Vacation Days Taken: 10,454.4
Workers' Comp Days Used: 17	Sick Leave Days Earned: 9,353.6 Sick Leave -Earned Value: \$2,215,174.37	Reg. Sick Leave Used Expense: \$896,786.90	Reg. Sick Leave Days Used: 3,872.0 Avg. Sick Leave Days Per EE: 7.22	Converted Sick Leave To Vacation Days Used: 1,116.9 Converted Sick Leave To Vacation Used Expense: \$298,190.39
Injury Leave Used Expense: \$1,262.46	Injury Leave Days Used: 4.9	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 10 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$32,063.20	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$43,626.12	Funeral Days Used: 185.6	Extraordinary Pay: \$5,386.40		
Jury Leave Used Expense: \$1,777.78	Jury Leave Days Used: 6.3	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 2	Minorities: Begin of Year (FY '09) UU: 2	PWD: Begin of Year (FY '09) UU: 24
Gains/Losses (FY '09): 1	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): -3
End of Year (FY '09) UU: 1	End of Year (FY '09) UU: 2	End of Year (FY '09) UU: 27

Sources: AS400 Queries; "Just the Facts for FY'09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009